

HAYWARD CITY COUNCIL

RESOLUTION NO. 25-\_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING THE SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HAYWARD AND HAYWARD ASSOCIATION OF MANAGEMENT EMPLOYEES AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT

WHEREAS, the current Memorandum of Understanding between the City of Hayward and Hayward Police Management Unit (“HPMU”) expires on June 30, 2025; and

WHEREAS, the City and HPMU entered negotiations for a successor memorandum of understanding in February 2025; and

WHEREAS, the City and HPMU reached a tentative agreement for a successor memorandum of understanding on May 29, 2025, that provides salary adjustments of eleven and eighty-two hundredths percent (11.82%) in the first year of the contract and salary adjustments based on contract survey results in the last three years of the contract; and

WHEREAS, the proposed changes restructure continuous service pay and provide the addition of special assignment pay to certain cashout provisions; and

WHEREAS, the agreement updates the calculation timeframe used to determine percentage of sick leave payment from a calendar year to a rolling twelve (12) month period, allows members to request deferral of certain payments upon retirement, and incorporates the voluntary employee beneficiary association side letter into the contract with updated vacation leave allocations, along with other adjustments and language changes; and

WHEREAS, HPMU recognizes the City’s fiscal challenges and will continue to contribute toward the cost of California Public Employees’ Retirement System and pay up to fifteen percent (15%) of which six percent (6%) is a cost share of the employer’s contribution rate, continue contributing one percent (1%) of their base salary towards Other Post-Employment Benefits, and receive no salary increase in the second year of the contract; and

WHEREAS, the proposed changes will result in an estimated fiscal impact of \$1,509,698 over a five (5) year contract term to the General Fund.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, a Memorandum of Understanding between the City and HPMU for the period of July 1, 2025, through June 30, 2030, a copy of which will be on file in the Office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2024

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                  MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
          City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward